



THE COMMUNICATOR

Grant County Employee Newsletter

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October 2013

In this quarter's issue...

New Department Heads
Flu Vaccinations
Insurance Marketplace

Open Enrollment
Health Insurance Premiums (2014)
Flex Balances
HRA Rollover

Dana's Desktop
Retirement Recognition
Service Anniversaries
Autumn Word Find

Please welcome the County's two new Department Heads



Tina McDonald, Clerk of Court

On July 1, 2013, Tina McDonald was appointed and sworn in as the new Grant County Clerk of Court by both Judge Robert VanDeHey and Judge Craig Day. She will fill the unexpired term of Kim Kohn, who passed away June 19, 2013 after a very courageous battle of leukemia. Tina is no stranger to the court system. She began her duties in February 1997 in the Clerk of Courts Office as Fiscal Clerk. In January 2000 she was appointed as Judicial Assistant to Judge VanDeHey and has served in that position since that time. She and her husband Brent, who is the Chief of Police for the Village of Cassville, reside in Cassville with their two daughters, Jade, (10) and Asiah, (5).

The Clerk of Court is a County Constitutional Officer, elected every four years. The primary duties are outlined in sec. 59.40, Stats., and in the Supreme Court rules. The Clerk of Court is required to maintain a records management system of documents filed with each circuit branch; keep a record of all court proceedings and collect various forfeitures, fines and filing fees. This office works very closely with local law enforcement agencies, the District Attorney's office, Child Support Agency, Dept. of Transportation, Dept. of Corrections, State Public Defender's office and lawyers state wide. The office currently has nine employees, including the clerk, and each Judge has a Judicial Assistant and Court Reporter. Working with the above-stated departments and serving the general public in a courteous, friendly and professional manner is of highest importance.

To say the least, this office has been through a lot this year. Coping with the loss of Kim Kohn, such a young, beautiful, hard working leader, and most of all, courageous lady is hard to put into words. The dedication and overall performance of each and every staff member has been unsurpassed during this time. Kim was not only a co-worker but one of my closest friends. Taking over her role as Clerk of Court poses many challenges, but most challenging is that of preserving and achieving those goals she worked so hard at without disappointment. With that said, I am very honored and humbled to have accepted this appointment and thankful to have the opportunity to serve Grant County. Life is too short, so forgive quickly, believe slowly, love truly, laugh loudly and never avoid anything that makes you smile!



Lori Reid, ADRC Director

It is a privilege to introduce myself as the new director of the Aging and Disability Resource Center of Southwest Wisconsin – Grant County. I live in Boscobel, Wisconsin and have two children, Ryan and Brittany. For the past 23 years, I was employed as the SWCAP Head Start Director in Southwest Wisconsin and have worked collaboratively with many of the Grant County departments. I am excited to be working on “the other end of the spectrum” but I am finding I have a lot to learn. It is my good fortune to be able to work alongside the knowledgeable and experienced staff at the ADRC – Grant County office and gain from their expertise while I get my bearings. I have spent the last two months learning about the various services provided by the ADRC, reviewing regulations and policies and visiting meal sites throughout the county to meet staff and volunteers.

The mission of the Aging and Disability Resource Center is to help older people and people with disabilities – along with their families and caregivers – find services and resources to keep them living well and independently. These services include:

- Information and Assistance
- Advocacy
- Help Accessing and Applying for Benefits
- Transportation Services
- Nutrition Programs
- Long Term Care Options Counseling
- Health Prevention Programs
- Support for Caregivers
- Help Transitioning from Child to Adult Services

We will have some challenges to face in the near future with sequestration cuts reducing funding for services. It is essential that we be able to demonstrate to people that the services of the ADRC actually save taxpayer money in the long run. These services enable older individuals and people with disabilities to enjoy a healthier quality of life and live independently longer, thus reducing the high costs for hospital stays and nursing homes.

Flu Vaccinations; It's that time of the year again

Can I get a flu shot at the County's Health Department?

The Grant County Health Department is offering flu shots to county employees and dependents that are members of the County's employee health insurance plans. Dean and Medical Associates Health Plans will pay for these shots. Bring your insurance card with you to any of our clinics or office when you receive your shot.

Special Employee Influenza Shot Clinics for County Employees

- ◇ Highway Dept; To be announced later
- ◇ Orchard Manor; October 7th from 10:00am to Noon; Oct 30th from 1:30pm to 3:30pm
- ◇ Unified Community Services; October 8th from 8:45am to 9:15am
- ◇ Social Services; November 6th from 11:30am to 12:30pm
- ◇ Health Dept; Any Tuesday; 8:30am to 12:00pm; 1:00pm to 4:00pm

(If you are making a special trip to the Health Dept. on other days, call 723-6416 to be sure that a nurse is available.)

The complete schedule for immunizations can be found on the county website at www.co.grant.wi.gov (click on Health Department).

What does it cost?

Medical Associates Health Insurance: Covered in full; No deductible; No prescription drug co-pay. The Grant County Health Department will bill Medical Associates insurance for Grant County's group health insurance members.

Dean Health Insurance: Flu shots are covered in full as preventive if they are done in the office at a plan provider. The Grant County Health Department and Walgreens will bill Dean insurance for Grant County's group health insurance members. If members use another plan pharmacy that does not submit the claims for them, Dean will cover the flu shot up to \$26 upon the member submitting a claim for reimbursement.

***Flu shots and good hand washing
are two of the best ways to prevent illness!***

New Health Insurance Marketplace Coverage Options

In 2014, the health care reform law creates a new type of online marketplace for purchasing health insurance coverage. This marketplace is referred to as a Health Insurance Marketplace, or an Exchange. You are not required to purchase insurance coverage through the Marketplace. Grant County is continuing to offer health coverage as explained below.

All Grant County employees were mailed a notice in late September to help you understand your health insurance coverage options that will be available to you starting in 2014. Beginning in October 2013, you will be able to find and compare health insurance plans through the Marketplace and your coverage may start as early as January 1, 2014.

If you purchase coverage through a Marketplace, you may be eligible for a federal subsidy that lowers your monthly premiums or reduces your cost sharing. However, to receive these federal savings, you cannot be eligible for health plan coverage through Grant County that is affordable and provides "minimum value." This determination is made beginning January 1, 2014.

The availability of coverage through the Marketplace does not affect your eligibility for coverage through Grant County's health plan. The notice the County mailed to you provides information about Grant County's health plan as it exists today. Information on Grant County's health plan coverage for 2014 will be provided in connection with the plan's upcoming open enrollment period. Please contact the Grant County Personnel Department for additional information on the plan's coverage.

More information on the health care reform law and the Marketplaces is available at www.healthcare.gov.

Open Enrollment (November)

The County's Annual Open Enrollment period for insurance, flex, and AFLAC changes will be November 1st thru November 30th. All changes will be effective January 1st. Please watch for a special Open Enrollment edition of The Communicator that will be sent to you during the latter part of October and will contain all the information and forms you will need during Open Enrollment.

Tentative Visit Schedule for Deferred Compensation and Supplemental Insurance

Wisconsin Deferred Compensation — November 4th

Nationwide Deferred Compensation — December 18th

AXA Advisors—Contact Dawn Mergen to schedule an appointment (608)723-2540

Platinum supplemental insurance — Contact Desiree Gremmel at dgremmel@pltnm.com or (563)542-2586

Aflac supplemental insurance — date not schedule at this time

Grant County Monthly Health Insurance Premiums

For Full-Time Employees

	2013				2014			
	TOTAL COST	COUNTY SHARE *	EMPLOYEE SHARE *	FLEX AMOUNT PER CHECK *	TOTAL COST	COUNTY SHARE *	EMPLOYEE SHARE *	FLEX AMOUNT PER CHECK *
DEAN HEALTH PLANS								
SINGLE	534.50	507.78	26.72	13.36	577.84	548.96	28.88	14.44
FAMILY	1523.32	1294.82	228.50	114.25	1646.84	1399.82	247.02	123.51
EMPLOYEE/SPOUSE	1122.45	954.07	168.38	84.19	1213.46	1031.44	182.02	91.01
EMPLOYEE/CHILD(REN)	1015.55	863.21	152.34	76.17	1097.90	933.22	164.68	82.34
MEDICAL ASSOCIATES								
SINGLE	476.40	452.58	23.82	11.91	546.39	519.07	27.32	13.66
FAMILY	1105.25	939.45	165.80	82.90	1267.63	1077.49	190.14	95.07
EMPLOYEE/SPOUSE	1000.45	850.37	150.08	75.04	1147.44	975.32	172.12	86.06
EMPLOYEE/CHILD(REN)	857.52	728.88	128.64	64.32	983.49	835.97	147.52	73.76

* Note: County and Employee shares of health insurance are pro-rated for regular part-time employees.

Do you have money left in your flex account?

Remember with healthcare and daycare flex you USE IT OR LOSE IT. You must request reimbursement before March 31st, 2014 for your 2013 healthcare and daycare flex election balances. Contact EBC or the County's Personnel Office if you have questions.

EBC: (800)346-2126 or www.ebcflex.com

Grant County Personnel: (608)723-2540 or dmergen@co.grant.wi.gov

Grant County HRA Rollover Explanation

Definitions:

Deductible: Dollars you are responsible for paying before the insurance company begins paying

HRA: Health Reimbursement Arrangement; Grant County pays for a portion of the total deductible by reimbursing the employee (for Dean) or paying the provider (for Medical Associates)

HRA Rollover: Grant County gives you money to help pay for your part of deductibles if you meet the eligibility requirements*. Your account balance may grow each year, **this is not a "use it or lose it" balance**. Maximum annual rollover is \$500 per person, up to \$1000 per family unit.

*Eligibility requirements

1. Must have County health insurance coverage on September 1st
2. Then is your insurance status single or family unit?
3. Then what is your benefit eligibility status on January 1st of the following year; must be employed by the County and have a benefit position
4. Then in mid-April the rollover dollars are calculated based on your total deductible paid for the prior year

TPA: Third Party Administrator; a company that keeps track of who needs to pay towards the deductible (employee or County); also maintains HRA Rollover balances and payments. Medical Associates uses Health Choices. Dean used EBC. The TPA automatically deposits rollover money into your bank account if it determines you have a rollover balance and you need to pay your share of a deductible.

2013 HRA Rollover Calculation:

The rollover calculation and distribution begins after the first quarter of the year (mid-April) so the medical providers have time to submit your 2012 claims. The 2013 process took longer since this was the first time and there were some "bugs" that had to be worked out.

Rollover balances calculated in 2013 were based on you or your family's medical claims in 2012.

Example

2012: Jill, a single person, has \$400 of medical claims
Jill pays \$400
Grant County pays \$0
Jill's HRA Rollover balance in 2013 is \$500

2013: Jill has \$400 of medical claims
The TPA deposits \$400 of Jill's rollover balance into her bank account
Grant County pays \$0
Jill's HRA Rollover in 2014 is \$100 (from 2012) plus another \$500 (from 2013); total of \$600

Single versus Family Unit

(Family Unit = Employee/Spouse, Employee/Child(ren), or Family)

Coverage	Your share of the deductible	Grant County's share of the deductible	Insurance company pays	Rollover Funding
Single	First \$500	The next \$1,500	All medical costs over \$2,000	Up to \$500 ⁽¹⁾
Family Unit	First \$500 per person (\$1,000 family maximum)	The next \$3,000 after deductible	All medical costs after deductible and HRA are paid	Up to \$1,000 ⁽²⁾

⁽¹⁾ Single: You would receive rollover funding in the amount of \$500 less what the County paid toward your deductible.

⁽²⁾ Employee/Spouse: The process is the same as single for each person. The rollover would be \$400 if the employee has over \$2,000 and the spouse has \$600 in total expenses. The County paid over \$500 for the employee and \$100 for the spouse (Employee \$500 – \$500 = 0; Spouse \$500 – \$100 = \$400).

Family or Employee/Child(ren): The process is the same as single for each person. The deductible the County pays is up to \$500 per person with a maximum of \$1,000 for the family unit. Example:

	Medical Expenses	Employee Deductible	Deductible Balance Paid by County	Insurance Pays	Calculation of Family Unit's Rollover (\$1,000 maximum)
Person 1	\$ 5,000	\$ 500	\$ 1,500	\$ 3,000	- \$ 500
Person 2	\$ 400	\$ 400	\$ 0	0	- \$ 0
Person 3	\$ 300	\$ 100	\$ 200	0	- \$ 200
					= \$ 300 rollover

Access to Rollover Balance Information:

Dean: Call EBC at (800) 346-2126
or visit them online at www.ebcflex.com

Medical Associates: Call Health Choices at (866) 390-3872
or visit them online at www.preferredhealthchoices.com

Questions?

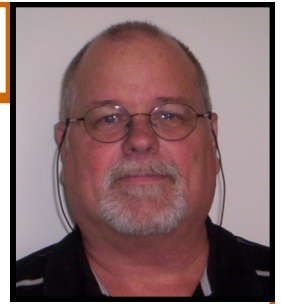
Feel free to contact the Grant County Personnel Office with any questions you may have. (608)723-2540 or dmergen@co.grant.wi.gov



Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045.

Dana's Desktop

by Dana C. Andrews, IT Technician



As late at 2010 (when I joined Grant County), computers were still seen as a luxury; a nice thing to have but not essential. Records were still mainly paper, communication was by the telephone, and faxes were the digital king. I remember in those early days getting a call where they noted a workstation was not working and “could I get to it in the next week or so”. A year later that same department called saying, “The workstation is out, this person is sitting here with nothing to do, and we need it fixed immediately!” My, how things have changed; from people who were proud to not know a thing about computers to everybody having a workstation, tablet, and smart phone available, all at the same time.

As noted by The Global Village, “The evolution of the internet was profoundly impacted by social media and mobile technology. Facebook, which started in 2004, now has over 1,000 million subscribers.” The PEW Institute notes that 72% of online adults are social network site users. We are not just online but connected. How many of your relationships are now only digital ones?

What do you think the world will look like in 2020? Here are a few ‘factoids’ (I am old enough to remember when these were considered just “facts”).

- ◊ By 2014, traffic from wireless devices will exceed traffic from wired devices.
- ◊ By 2015, the amount of content traversing the Internet annually will be 540,000 times the amount that traveled in 2003.
- ◊ By 2015, 90% of all content on the Internet will be video-based. (Netflix accounts for 20% of all video traffic during peak periods now)
- ◊ By 2015, a million video minutes will traverse the Internet every second.
- ◊ By 2016, the annual global IP traffic will surpass the zettabyte threshold (1,180,591,620,717,411,303,424 bytes).
- ◊ In the last 2 years, the number of people accessing the Internet via mobile phone has increased 60.3 percent (818.4 million)
- ◊ 45 million photos are uploaded to Instagram every DAY, 100 hours of video are uploaded to YouTube every MINUTE.
- ◊ It has been reported that 1 in 10 job applicants have been rejected because of content associated with their social profile.

(credit: Cisco Network Academy and IVN.us)

Today there are more ‘things’ connected to the internet than people (6.8 billion people/ 10 billion devices). By 2020 it is estimated that there will be 50 billion devices connected (your car, TV, the local cash registers, even your refrigerator!). AT&T stated that in 2011, 20 households generated more network traffic than the entire internet did in 2008. Internet traffic has increased 270,000 times since 2003 (There is no way to imagine what that means. To make it the equivalent of stacking books, the stack would reach Pluto, but we’re talking about 10 stacks of books, each reaching Pluto). It is currently estimated that 95% of the global population has cellular connectivity (phones/tablets etc) with more than 5 billion mobile phone subscriptions. The hot seller at Amazon this summer is a device that connects your computer to your TV wirelessly (current costs about \$35.00).



How did you receive this document to read? I think I may blog it too!

Retirement Recognition

June 28, 2013 thru October 1, 2013

Carol Lewis (Social Services), **15 years** (retired July 31st)

Richard Stenner (Highway Dept.), **35 years** (retired October 1st)

**Grant County wishes you a
happy and healthy retirement!**

Reminder ~~ Contact Dawn at the County Personnel Office (723-2540) at least two months before your retirement date so we can assist you with the process. Thank you!

Service Anniversaries

October thru December (5 year increments)

Beverly Broihahn (UW Extension), **35 years** on December 1

Debbi Donald (Social Services), **30 years** on October 5

Cheryl Klein (Orchard Manor), **30 years** on December 3

Colleen Nelson (Clerk of Court), **30 years** on December 12

Gail Schaefer (Orchard Manor), **25 years** on November 28

Terry Mayne (Orchard Manor), **25 years** on December 21

Tracy Schildgen (Health Dept.), **20 years** on December 29

Joseph Kaiser (Highway Dept.), **15 years** on October 12

Rachel Bohringer (Orchard Manor), **15 years** on November 10

Dan McLimans (Highway Dept.), **15 years** on November 16

David Melssen (Highway Dept.), **15 years** on December 7

Amber McKelvey (Social Services), **5 years** on October 3

Tammy Beesecker (Orchard Manor), **5 years** on October 7

Jacoba Kritzinger (Orchard Manor), **5 years** on October 7

Amanda Aide (Orchard Manor), **5 years** on October 30

Lisa Miller (Orchard Manor), **5 years** on November 3

Selina Baus (Health Dept.), **5 years** on November 5

Kenneth Thompson (ADRC), **5 years** on December 8

John Winkler (ADRC), **5 years** on December 29

***Congratulations on reaching
these milestones! Thank you.***

Autumn Word Find

O	G	L	Y	E	S	C	A	R	E	C	R	O	W	P
G	N	I	T	A	E	R	T	R	O	K	C	I	R	T
A	I	E	G	N	A	R	O	R	S	O	S	N	T	Y
T	V	Q	L	E	U	O	N	E	L	N	N	R	M	T
H	I	E	D	E	P	U	V	O	R	I	I	L	P	S
E	G	I	A	W	C	A	R	O	V	R	K	D	H	W
R	S	P	P	O	E	F	C	V	H	E	P	R	A	E
Q	K	N	P	L	U	A	A	A	A	B	M	O	R	A
E	N	I	L	L	E	W	Y	P	U	O	U	B	V	T
R	A	K	E	A	F	R	O	P	A	T	P	N	E	E
M	H	P	P	H	I	R	E	L	G	C	U	W	S	R
S	T	M	I	D	N	E	O	E	L	O	A	M	T	E
O	N	U	E	S	Q	U	A	S	H	E	U	N	N	O
I	E	P	B	R	O	W	N	S	T	H	Y	R	D	C
C	I	D	E	R	P	O	R	O	I	E	E	A	D	Y

Acorns
Apple Pie
Apples
Autumn
Brown
Candy
Cider



Colorful
Cornucopia
Frost
Gather
Gourd
Halloween
Harvest



Hayride
Leaves
November
October
Orange
Pumpkin Pie
Pumpkins



Rake
Scarecrow
Squash
Sweater
Thanksgiving
Trick or Treating
Yellow

